

THE STATE OF IDAHO
SUPREME COURT



ANDREA PATTERSON
HUMAN RESOURCE DIRECTOR
email: apatterson@idcourts.net

PEGGY DOUGHERTY
HUMAN RESOURCE SPECIALIST
email: pdougherty@idcourts.net

SUZANNE GUINARD
HUMAN RESOURCE SPECIALIST
email: sguinard@idcourts.net

SHIRLEY BURGER
HUMAN RESOURCE SPECIALIST
email: sburger@idcourts.net

451 W. STATE STREET
P.O. BOX 83720
BOISE, IDAHO 83720-0101
(208) 947-7437
(208) 947-7433
(208) 947-7469
(208) 947-7462
FAX (208) 947-7463

As part of the Idaho Courts' commitment to promoting the effective recruitment of highly-qualified applicants for all judgeships, this document summarizes the compensation package for Supreme Court Justices, Court of Appeals Judges, and District Judges.

Judicial Salaries:

The salaries of the judges of the Idaho Courts are set by the Idaho Legislature, currently at the following levels:

Position	Salary as of July 1, 2020
Magistrate Judge	\$129,800
District Judge	\$141,800
Administrative District Judge	\$144,800
Court of Appeals Judge	\$147,800
Court of Appeals Chief Judge	\$150,800
Supreme Court Justice	\$157,800
Supreme Court Chief Justice	\$160,800

In accordance with Article V, Section 17, of the Idaho Constitution, judges are required to sign a salary affidavit:

"...no justice of the Supreme Court, judge of the court of appeals, judge of the district court or magistrate judge, shall be paid his salary, or any part thereof, unless he shall have first taken and subscribed an oath that there is not in his hands any matter in controversy not decided by him which had been finally submitted for his consideration and determination, thirty days prior to the taking and subscribing such oath."

Salary affidavits are submitted to the Human Resource Division each month.

Retirement Plans:

The Judges' Retirement Fund, or JRF, is a defined benefit plan that district and appellate judges are eligible to participate in. The JRF is funded by employer and employee contributions. The employee contribution rate is 11.57% as of July 1, 2017. Employee contributions to the JRF are limited to 20 years of contributions.

The retirement benefit under the JRF is a 5% benefit per year for each of the first 10 years and then a 2.5% benefit per year for the next 10 years, up to a maximum of a 75% benefit, which is based on the salary of the highest-paid judicial position held. There are age and years of service requirements in order to qualify for a retirement benefit, as follows:

Age	Years of Service
65	4 years of service
60	10 years of service
55	15 years of service
Any age	20 years of service

For example, a district judge who took the bench October 1, 2014 at age 44 and serves for 16 years would be entitled to a 65% benefit of the district judge salary in effect upon retirement, as follows:

Period of Service	Annual % Amount	Total % Benefit
10 years (October 2014 - September 2024)	5% per year	50%
6 years (October 2024 to September 2030)	2.5% per year	15%
Total Retirement Benefit		65%

Post-retirement adjustments to the retirement benefit are equal to the cost-of-living adjustment set by the PERSI Board.

Additionally, the JRF provides a 30% spousal benefit (if the judge pre-deceases the spouse) or the judge can elect either a 50% or 100% annuity, which reduces the benefit payable to the judge in an actuarially determined amount based on the difference in the ages of the judge and spouse. The 50% annuity provides a 50% benefit to the spouse for the spouse's lifetime in the event that the judge pre-deceases the spouse. The 100% annuity provides a level benefit throughout the lives of the judge and the spouse.

Supreme Court Justices, Court of Appeals Judges and District Judges are also eligible to voluntarily participate in the State of Idaho's defined contribution plans.

Opportunities to Work in Retirement:

Judges and justices, who work after retirement, or senior judges, provide vital judicial resources throughout Idaho. This past fiscal year, over 2,500 senior judge days were allocated. District and appellate judges may apply, and be approved, for senior judge status. Senior judges are compensated depending on the type of senior judge status.

Plan B judges are those judges who agree to work for 5 years and provide 60 days of senior judge service each of those five years in exchange for an enhanced retirement benefit of 12.5%. Using the previous example, the judge's retirement benefit would be capped at the maximum 75% benefit:

Period of Service	Annual % Amount	Total % Benefit
10 years (October 2013 - September 2023)	5% per year	50%
6 years (October 2023 to September 2029)	2.5% per year	15%
Plan B Service		12.5%
Total Retirement Benefit		75%

There are age and years of service requirements in order to apply for Plan B status. Separate from Plan B (or for those Plan B judges who work more than their required amount), the Supreme Court may appoint district or appellate judges as senior judges under Idaho Code § 1-2005. These senior judges receive 85% of the current daily salary of the office from the highest office held. Plan B Judges and Senior Judges are eligible to receive \$200 per month to assist with retiree health insurance. By statute, a senior judge cannot earn more than the statutory salary of the position from which the judge retired when judicial retirement pay and compensation received as a senior judge, including insurance payments, are considered.

Leave Benefits:

Sick leave accrues at the rate of 8 hours per month with an unlimited accrual. Upon retirement, your accrued sick leave balance will be converted to a fund, pursuant to the statutory formula, to pay for health care. For example, using today's district judge salary rate, a district judge with the maximum sick leave will have \$40,902 available for health care (1200 hours x .5 x hourly rate of \$68.17).

Vacation leave accrues at 16.66 hours per month for Court of Appeals Judges and District Judges with 336 hours maximum vacation leave that can be carried at any time. After 10 years of judicial service, the vacation leave accrual increases to 20 hours per month. As budget conditions allow, vacation leave, up to the maximum of 336 hours, is payable upon separation.

Supreme Court Justices do not accrue vacation leave. Court of Appeals Judges, District Judges, or Magistrate Judges who are appointed or elected to the Idaho Supreme Court shall be compensated for their unused vacation leave at the time they take office as a Supreme Court Justice.

The Judicial Branch recognizes 10 paid holidays:

New Year's Day	Labor Day
Idaho Human Rights Day	Columbus Day
President's Day	Veterans Day
Memorial Day	Thanksgiving
Independence Day	Christmas

Insurance Benefits:

The State of Idaho, through the Office of Group Insurance, provides a comprehensive insurance benefit package for judges and employees. The health insurance includes medical and dental coverage. The medical benefit also includes benefits for prescription drugs, vision, wellness, mental health, substance abuse, and employee assistance program.

There are three plans: traditional, PPO, and high deductible. The monthly premiums are as follows:

Plan	Employee Only	Employee & Spouse	Employee & Child	Employee & Children	Employee, Spouse, & Child	Employee, Spouse, & Children
PPO	\$59.00	\$147.00	\$101.00	\$143.00	\$189.00	\$231.00
Traditional	\$73.00	\$179.00	\$126.00	\$179.00	\$232.00	\$271.00
High Deductible	\$23.00	\$62.00	\$41.00	\$59.00	\$80.00	\$98.00
Dental	\$9.64	\$44.16	\$37.20	\$57.00	\$63.20	\$73.08

For in-depth information regarding health insurance, please go to the Office of Group Insurance's webpage at <http://ogi.idaho.gov/employees/>. Judges and state employees are also provided short- and long-term disability coverage at no cost—the state pays the entire premium. Additional information regarding disability coverage is available under “Additional Benefits” at the Office of Group Insurance website.

With regard to life insurance, the State of Idaho pays for basic life insurance, which is 100% of salary. For judges and justices, life insurance is in effect after retirement, and the amount is the salary of the office from which you retired (excluding any leadership enhancements) until age 65. From age 65 to 70, the benefit decreases to 75% of the salary, and after age 70, the benefit decreases to 50% of the salary from the office in which retired. Beyond the basic life insurance, employees can purchase supplemental life insurance up to the lesser of \$500,000, or 300% of salary.

For questions regarding any of the above, please contact Andrea Patterson, HR Director for the Idaho Courts at 947-7437 or apatterson@idcourts.net. All inquiries are kept confidential.